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ABSTRACT

This report presents findings of a study of the off-campus employment status of undergraduate college students attending all of the public and most of the private institutions of higher education in Washington State during the winters of 1997 and 1998. Specifically the study examined: (1) characteristics of working students; (2) work patterns based on student characteristics and institution attended; (3) impact of work on student performance and persistence; and (4) off-campus employment and financial aid. Findings led to the following conclusions: 69 percent of the winter-enrolled students reported they had worked at some point during the 1996-97 academic year; major differences existed in how much students earned, per hour earnings, and how many hours they worked based on the institution attended and class standing; working did not appear to be a major influence in a student's likelihood of re-enrollment in a four-year institution nor upon student performance as measured by grade point average; and 85 percent of students received financial aid or worked in off-campus employment. Appendices provide additional detail on participating institutions, available data, on-campus employment, and work-study employment. (DB)

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Edie Harding
and
Laura Harmon

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A special thanks to our colleagues at the Institute and staff from the Employment Security Department, the Workforce Training and Education Coordinating Board, Starling Consulting, Inc., the State Board of Community and Technical Colleges, the Higher Education Coordinating Board, the Council of Presidents, Washington Friends of Higher Education, and the four-year colleges and universities.

EXECUTIVE SUMMARY

During the 1998 session, legislators examined the Washington State Need Grant program and the increasing loan debts of students in higher education institutions. As a next step to understanding how students pay for college, the Washington State Institute for Public Policy was directed to compile information on students who worked while enrolled in a post-secondary institution.[1] Enrolled students were defined as resident undergraduates who were pursuing a degree or certificate and attending college in the winter of 1997 or in the winter of 1998. This study is the first comprehensive look at reviewing the off-campus[2] employment status of students attending colleges and universities across the state. The key findings are summarized below. References to earnings, hours worked, and pay per hour have been calculated using medians.

Profile of Working Students

- Sixty-nine percent of Washington's higher education winter-enrolled students worked off-campus during some part of the 1996-97 school year.[3]
- Of those students who worked, 17 percent worked full-time.
- The five major non-college employers were eating and drinking establishments, health services, business services, education services, and miscellaneous retail.
- The largest category of employers for students, eating and drinking establishments, had one of the lowest hourly pay rates.

Work Patterns Based on Student Characteristics and Institution Attended

- Proportionately, more students in community and technical colleges (63 percent) worked in off-campus employment than students in four-year institutions (49 percent).
- Although students in community and technical colleges had higher earnings due to more hours worked than students in four-year institutions, they had lower pay per hour unless they were enrolled part-time and working.
- Students enrolled in branch campuses had higher earnings, higher pay per hour, and worked more hours than students enrolled on the main campus of research institutions.

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[1] Section 608(5) of the Supplemental Appropriations Act for 1998 states that "$35,000 of the general fund appropriation for fiscal year 1999 is provided solely for the Washington institute for public policy to conduct a study of college student's employment. The study shall include, but not be limited to, matching student enrollment information with unemployment insurance information. The office of financial management, higher education coordinating board, state board for community and technical colleges, and the employment security department shall assist the institute in the performance of the study. Results of the study are to be reported to the legislature by January 15, 1999."

[2] Off-campus employment included off-campus federal and state Work Study financial aid, which was 6 percent of the total off-campus work.

[3] Summer employment was not a part of this study.

- Students in four-year institutions who were juniors and seniors had higher earnings, higher pay per hour, and worked more hours than freshmen and sophomores.

Impact of Work on Student Performance

- In terms of reenrollment for the following year, no meaningful differences were found between four-year school students who worked and did not work.
- No meaningful differences were found in the number of hours that students worked and their grade point averages (GPAs).

Off-Campus Employment and Financial Aid

- Off-campus employment was the major financial source for most students (excluding parental support).
- Eighty-five percent of all the enrolled students received financial aid and/or worked in off-campus employment.
- Students who worked off campus and received need-based financial aid were able to cover 75 percent or more of their cost of college attendance.

INTRODUCTION

During the 1998 session, legislators examined the Washington State Need Grant program and the increasing loan debts of students in higher education institutions. As a next step to understanding how students pay for college, the Washington State Institute for Public Policy was directed to compile information on students who worked while enrolled in a post-secondary institution.[4] Enrolled students were defined as resident undergraduates who were pursuing a degree or certificate and attending college in the winter of 1997 or the winter of 1998. This study is the first comprehensive look at reviewing the off-campus[5] employment status of students attending colleges and universities across the state.

Purpose of the Study

The study examined the role of employment for undergraduate students using four primary topic areas:

1. **Profile of Working Students:** How many undergraduate resident students worked while enrolled in school? How much did they earn? How many hours did they work? Where were they working?

2. **Work Experience Based on Student Characteristics and Institution Attended:** Were there differences in the number of hours worked and amount earned by student characteristics and type of institution attended?

3. **Impact of Work on Student Performance:** Was there a relationship between the hours worked and continuation of college attendance? Was there a relationship between the hours worked and students' grade point averages (GPAs)?

4. **Off-Campus Employment and Financial Aid:** How much did undergraduates earn by their employment, and how did that compare to the financial aid they received?

Methodology

Data Collected. This study relied on administrative data bases from four groups: (1) the four-year higher education institutions,[6] (2) the Washington State Employment Security Department

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[4] Section 608(5) of the Supplemental Appropriations Act for 1998 states that "$35,000 of the general fund appropriation for fiscal year 1999 is provided solely for the Washington institute for public policy to conduct a study of college student's employment. The study shall include, but not be limited to, matching student enrollment information with unemployment insurance information. The office of financial management, higher education coordinating board, state board for community and technical colleges, and the employment security department shall assist the institute in the performance of the study. Results of the study are to be reported to the legislature by January 15, 1999."

[5] Off-campus employment included off-campus federal and state Work Study financial aid, which was 6 percent of the total off-campus work.

[6] All the public two- and four-year institutions participated in this study as well as seven of the 12 private institutions: Heritage College, Gonzaga University, St. Martins College, Seattle Pacific University, University of Puget Sound, Walla Walla College, and Whitman College.

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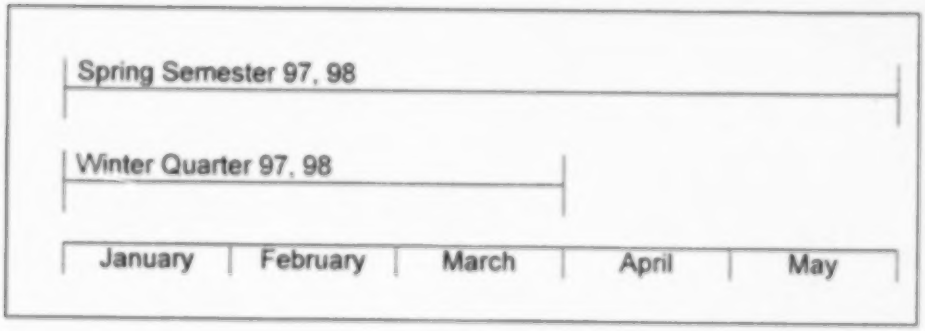
(ES), (3) the Higher Education Coordinating Board (HECB), and (4) the State Board of Community and Technical Colleges (SBCTC).

The Institute requested information from two- and four-year colleges and universities on their enrolled undergraduate resident students. We selected students who were enrolled winter quarter of 1997 (or for those schools on a semester system, spring semester 1997) and/or students who were enrolled winter quarter 1998 (or spring semester 1998).

Figure 1 shows the time frames for winter quarter and spring semester. These enrollment periods were selected after discussions with staff from colleges and universities who suggested that winter quarter or spring semester represents the most stable enrollment period for undergraduates during the academic year. We will refer to these students as "winter 1997" for those enrolled in winter quarter or spring semester of 1997 and "winter 1998" for those enrolled in winter quarter or spring semester 1998. See Appendix A for a list of the colleges and universities that participated in the study and the type of employment information obtained on their students.

Figure 1
Student Enrollment Used for Analysis



We separated the analysis by the following sectors of post-secondary institutions:

- Community and technical two-year public colleges;
- Research (four-year public research universities);
- Comprehensive (four-year public universities without research facilities); and
- Private four-year colleges.

Total enrollment for undergraduate resident students[7] for each sector is displayed in the following table:

Table 1
Number of Enrolled Undergraduate Resident Students by Sector
Winter Quarters 1997 and 1998

	Winter 1997	Winter 1998
Community and Technical	75,718	75,315
Research	39,060	39,338
Comprehensive	25,051	24,797
Private Four-Year[8]	6,810	6,656
Total	146,639	146,106

Data were also collected on student demographics, grades, institutional employment,[9] and financial aid. The colleges and universities, as well as the HECB and the SBCTC, assisted us by providing this information.

Enrollment records were then matched with employment records from the Unemployment Insurance records at ES regarding wages earned, hours worked, and type of industry.[10] With the assistance of the Participant Outcomes Data Consortium[11] and its contractor, Starling Consulting, Inc., we were able to apply a standard interpretation to the data used.

Employment for college students refers to off-campus jobs for students. It is defined as jobs which require employers to pay an Unemployment Insurance tax[12] as well as off-campus Work Study. Additional tables which address on-campus employment can be found in Appendices B and C.

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[7] This study selected a subset of undergraduate resident students to analyze. This subset contained students who were defined as "state funded" students: in other words, pursuing a degree or certificate. Students who were taking pre-college, remediation, retooling job skill courses, or were staff members of universities or colleges taking courses were excluded. Thus, for example, there were 75,700 students selected from the community and technical colleges out of the 165,000 students who were enrolled.

[8] Enrollment data for the private four-year colleges and universities represented 90 percent of the students enrolled at all private institutions in the state. We did not have data on five of the private four-year institutions.

[9] Institutional employment is defined as a job in which a student is working for a college or institution but the job is not Work Study related. Institutional employment is not reported to the Employment Security Department under RCW 50.44.040.

[10] An employer must make contributions for its employees to the state unemployment compensation fund to create a pool of funds that can be used to assist any person who becomes unemployed through no fault of his or her own. Information must be reported to the Washington State Employment Security Department by the employer on the earnings for each employment quarter; however, there is no requirement that the number of hours be reported.

[11] The Participant Outcomes Data Consortium consists of state agencies that regularly match enrollment and employment information to conduct studies and analyses. Members of the Consortium include the Employment Security Department, the Workforce Training and Education Coordinating Board, and the State Board of Community and Technical Colleges.

[12] The majority of off-campus employment is called "covered employment" and exceeds 87 percent of total employment in the state of Washington using the RCW 50.04 definition. Some exceptions to covered employment include enrolled students working for a college or university, self employment, salespeople working on commission, members of the armed forces, construction contractors, and certain family employment.

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Work quarters are referred to as ES winter quarter 1997,[13] ES winter quarter 1998, etc., in this document.

Data Limitations. We were unable to obtain some information that would have facilitated a more complete understanding about college students who work.

Data limitations for the four-year institutions included:

- Financial aid data was not available for 1997-98.
- Part-time/full-time enrollment status was not obtained.

Data limitations for both two- and four-year institutions were:

- Off-campus employment data were not yet available for spring 1998 ES quarters.
- ES employment records were based on 13-week quarters and cannot be broken down into hours per week.[14]

Although these limitations prevented a thorough comparison, the information on off-campus employment (under which most students work) provided a rich source of data to develop a profile of higher education students' off-campus work patterns.

[13] ES's work quarters are defined as: winter quarter—January through March; spring quarter—April through June; summer quarter—July through September; and fall quarter—October through December.
[14] ES does not require that hours be reported. In our study, 7 percent of the hours were missing.

PROFILE OF WORKING STUDENTS

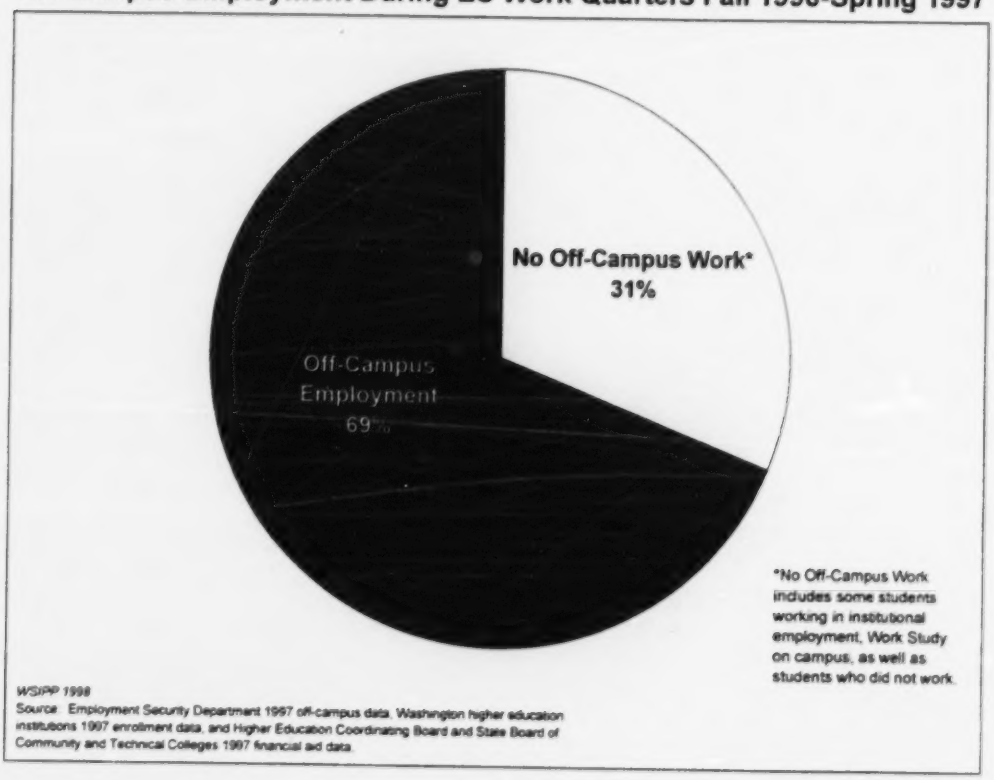
How many undergraduate resident students worked while enrolled in school? Where were they working? How much did they earn? How many hours did they work?

Off-Campus Employment and Work Study During the 1996-97 Academic Year

Sixty-nine percent of Washington's winter 1997 students worked in off-campus employment jobs during the fall, winter, and/or spring ES work quarters. Six percent of the off-campus employment was off-campus Work Study. Our state figure of 69 percent was lower than a recent national study,[15] which found that 79 percent of undergraduates worked. However, if we included on-campus employment for undergraduates, the percentage of working students would be closer to the national findings.

Figure 2

69 Percent of Washington Winter 1997 Undergraduate Students Worked in Off-Campus Employment During ES Work Quarters Fall 1996-Spring 1997


No Off-Campus Work*
31%
Off-Campus
Employment
69%
*No Off-Campus Work includes some students working in institutional employment, Work Study on campus, as well as students who did not work.
WSIPP 1998
Source: Employment Security Department 1997 off-campus data, Washington higher education institutions 1997 enrollment data, and Higher Education Coordinating Board and State Board of Community and Technical Colleges 1997 financial aid data.

[15] U.S. Department of Education, *Profiles of Undergraduates in U.S. Post Secondary Education Institutions: 1995-1996* (National Center for Education Statistics, NCES 98-084, May 1998) 4. This report also made some distinctions between students who work and employees who go to school. The study found that 50 percent identified themselves as students who worked, 29 percent identified themselves as employees who went to school, and 21 percent did not work. This level of detail was possible because a survey was used to obtain information on students.

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College Student Employment by ES Quarters: Fall 1996, Winter 1997, and Spring 1997

The number of winter-enrolled students who worked in off-campus employment varied by quarter. The greatest number of students (86,864) worked in ES spring quarter. Sixty-three percent of employed students (64,000) worked all three ES quarters (see Table 2). Some of the winter-enrolled students may have taken a quarter or semester off to work full-time; however, the vast majority stayed enrolled throughout the academic year.[16]

Table 2
Winter Students Working in Off-Campus Employment During ES Quarters Fall 1996-Spring 1997[17]

ES Work Quarter	Number of Students Who Worked
Fall 1996	80,881
Winter 1997	78,436
Spring 1997	86,864
Worked all three quarters	64,000
Worked any of the three quarters	101,325

Source: ES 1997 off-campus employment and 1997 higher education enrollment data.

Median Earnings During ES Winter Quarters 1997 and 1998

Median earnings during the ES winter quarter 1997[18] were $1,593 and $1,669 in ES winter quarter 1998. Median pay per hour was $7.48 in 1997 and $7.50 in 1998 (see Table 3).

Table 3
Students Employed in Off-Campus Employment During ES Winter Quarters 1997 and 1998

	ES Winter Quarter 1997	ES Winter Quarter 1998
Total Student Enrollment	146,639	146,106
Number Working	78,436	80,421
Median Earnings	$1,593	$1,669
Median Hourly Wage	$7.48	$7.50

Source: ES 1997 and 1998 off-campus employment and 1997 and 1998 higher education enrollment data.

Hours Worked in Off-Campus Employment ES Winter Quarter

A full-time 35-hours-per-week job translates into 455 hours over a 13-week ES quarter. Using this estimate of full-time work, 17 percent were found to be working full-time. Thus, the majority of students worked part-time (see Figure 3).

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[16] Eighty-six percent of the winter students in 1997 were also enrolled in the fall of 1996.
[17] The total number of students enrolled was 146,639.
[18] ES quarter earnings are for a 13-week period.

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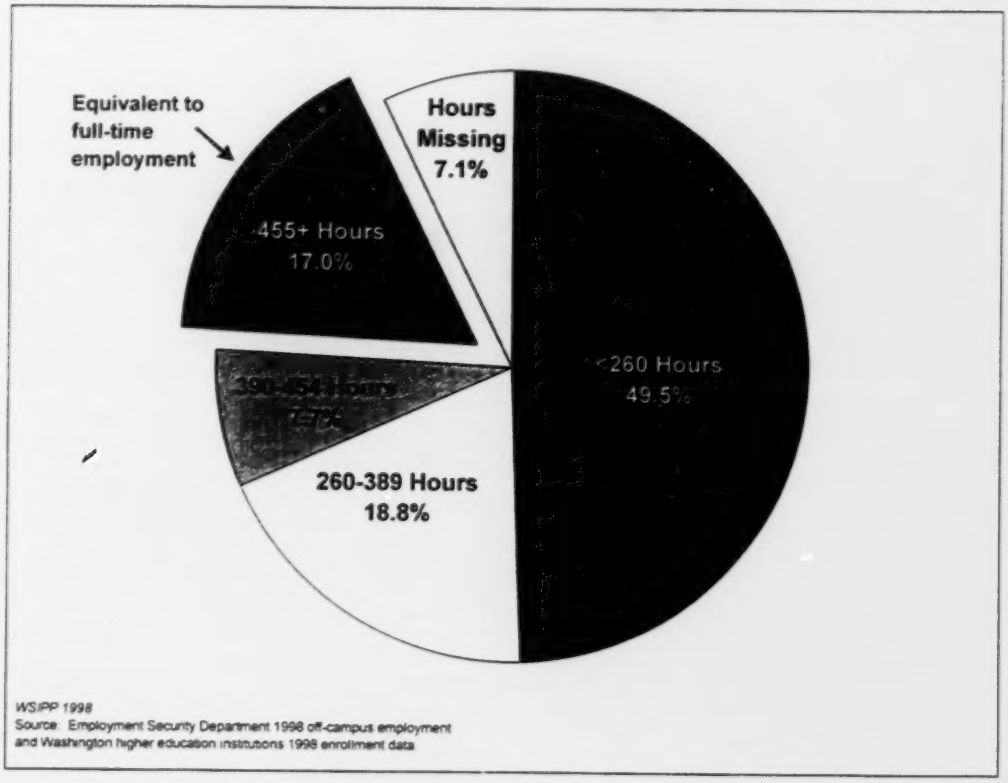
Figure 3
17 Percent of Winter 1998 Students Worked Full-Time in Off-Campus Employment Winter Quarter 1998[19]


Equivalent to full-time employment
Hours Missing 7.1%
455+ Hours 17.0%
<260 Hours 49.5%
390-454 Hours 7.6%
260-389 Hours 18.8%
WSIPP 1998
Source: Employment Security Department 1998 off-campus employment and Washington higher education institutions 1998 enrollment data

Employer Classification

The top five types of employers for students working in off-campus employment in 1998[20] were:

- Eating and drinking establishments (16 percent);
- Health services (7 percent);
- Business services (6 percent);
- Education services (6 percent); and
- Miscellaneous retail (5 percent).[21]

[19] Although ES data was only available by quarter, we did some estimates to determine approximately how hours per quarter could be translated into hours per week. We estimated that 455 hours or more was 35 hours a week, 390 hours was 30 hours a week, and 260 hours was 20 hours per week. We cannot verify that this is the actual amount worked per week, but it was easier to examine the data this way than weeks per quarter.

[20] Because there was very little difference in types of employers for 1997 winter quarter and 1998 winter quarter, we elected to show the most recent data.

[21] ES's employment data are tabulated by employer activity, not employee activity; thus, employment under educational services could include jobs such as a school custodian.

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Table 4 provides additional detail on the type of employers for 80 percent of the working students. There was a wide variety of different employers for students. The median pay per hour was $7.50 for all types of employers. The largest category of employers, eating and drinking establishments, also had one of the lowest median hourly pay rates of $6.07.

Table 4

Major Employer Classifications for Winter 1998 Students

Type of Employer	Number of Students Employed	Percent of Students Employed	Pay per Hour
Eating and Drinking	12,812	16%	$6.07
Health Services	5,861	7%	$9.50
Business Services	4,498	6%	$7.82
Education Services	4,452	6%	$8.61
Miscellaneous Retail	4,404	5%	$6.19
Food Stores	4,292	5%	$6.95
General Merchandise	3,406	4%	$6.70
Social Services	2,851	4%	$6.91
Wholesale Trade	2,785	3%	$8.01
Apparel and Accessories Stores	2,757	3%	$6.37
Amusement and Recreation	2,374	3%	$6.63
Executive, Legislative, General	2,199	3%	$9.02
Engineering and Management	1,650	2%	$9.27
Furniture	1,577	2%	$6.76
Depository Institutions	1,426	2%	$8.49
Automotive	1,374	2%	$6.49
Hotels and Lodging	1,295	2%	$6.74
Transportation Equipment	1,196	1%	$14.86
Motion Pictures	1,134	1%	$5.23
Membership Organizations	1,099	1%	$6.99
Transportation Air	1,040	1%	$8.78
Other	15,939	20%	$8.71
Total	80,421	100%[22]	$7.50

Source: ES 1998 off-campus employment data and 1998 enrollment data from colleges and universities.

[22] Percents do not add to 100 due to rounding.

WORK PATTERNS BASED ON STUDENT CHARACTERISTICS AND INSTITUTION ATTENDED

Were there differences in the number of hours worked and amount earned by student characteristics and type of institution attended?

Types of Employment During ES Winter Quarter 1998: Differences by Institutional Sector

The largest number and percentage of enrolled students who worked in off-campus employment during winter quarter 1998 (63 percent) attended community and technical colleges.

Table 5
ES Winter Quarter 1998: Percent of Students Working Off-Campus by Institutional Sector

	OFF-CAMPUS EMPLOYMENT	ENROLLMENT	PERCENT WORKING IN OFF-CAMPUS EMPLOYMENT
COMMUNITY AND TECHNICAL	47,281	75,315	63%
RESEARCH	17,857	39,338	45%
COMPREHENSIVE	12,420	24,797	50%
PRIVATE FOUR-YEAR	2,863	6,656	43%
TOTAL	80,421	146,106	55%

Source: Employment Security Department 1998 off-campus employment data and Washington higher education institutions 1998 enrollment data.

Although students in community and technical colleges had higher median earnings and a higher median number of hours worked for ES winter quarter 1998, their median pay per hour was more than a dollar lower than it was for research and private four-year institutions (see Table 6). Thus, they had to work more hours to receive higher median earnings.

Table 6
Students Working in Off-Campus Employment ES Winter Quarter 1998 by Sector: Median Earnings, Hours, and Pay

	MEDIAN EARNINGS	MEDIAN HOURS WORKED	MEDIAN PAY PER HOUR
COMMUNITY AND TECHNICAL	$1,964	297	$7.08[23]
RESEARCH	$1,318	170	$8.48
COMPREHENSIVE	$1,068	157	$7.28
PRIVATE FOUR-YEAR[24]	$1,236	161	$8.18

[23] The median pay per hour was a combination of part-time and full-time enrolled students. When enrollment status was examined, median pay per hour for students enrolled part-time was much higher. See Table 7.
[24] Contains data from seven of the 12 higher education private four-year institutions.

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Community and technical college student employment was also examined by enrollment status (i.e., those who attended school part-time or full-time). Part-time enrolled students worked more, had higher earnings, and had a higher median pay rate per hour. Thus, enrollment status affected the earnings, hours, and pay per hour earned.

Table 7
Community and Technical College Students' ES Winter Quarter 1998 Off-Campus Employment by Enrollment Status[25]

	Number Who Worked	Percent Who Worked	Median Earnings	Median Hours	Median Pay Per Hour
Full-Time Enrolled	35,650	60%	$1,666	263	$6.68
Part-Time Enrolled	11,631	74%	$3,859	441	$9.15

Data on students enrolled in research institutions were examined to determine whether there were differences between students attending the main campus or a branch campus. Students attending branch campuses were more likely to work, have higher earnings, and work more hours (see Table 8).

Table 8
Students Working in Off-Campus Employment ES Winter Quarter 1998 by Research University Main Campus and Branch Campus

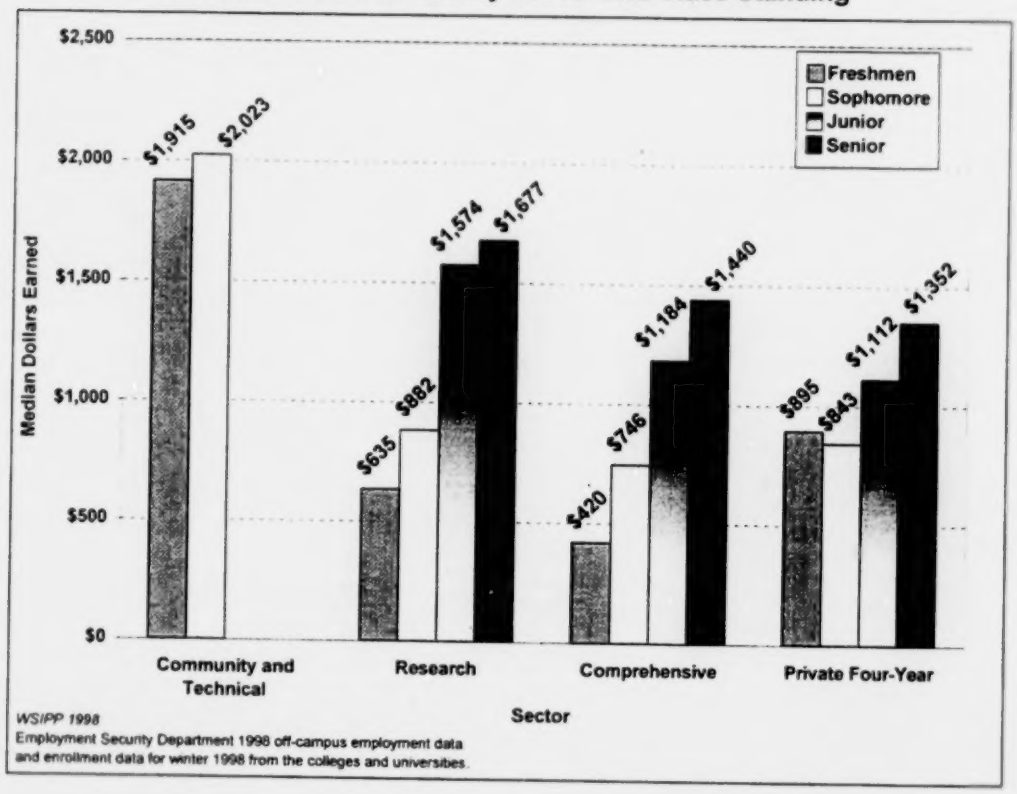
	Number Who Worked	Percent Who Worked	Median Earnings	Median Hours	Median Pay Per Hour
Research Universities Main Campuses	15,587	43%	$1,159	150	$8.16
Research Universities Branch Campuses	2,270	66%	$3,970	366	$11.37

[25] Full-time enrollment is defined as ten or more credits per quarter.

Off-Campus Employment During ES Winter Quarter 1998 by Sector on Class and Class Standing[26]

For both first- and second-year community and technical college students, median earnings and median hours were higher than those of any class in the four-year institutions (see Figure 4).

Figure 4
Median Earnings in Off-Campus Employment for ES Winter Quarter 1998 by Sector and Class Standing



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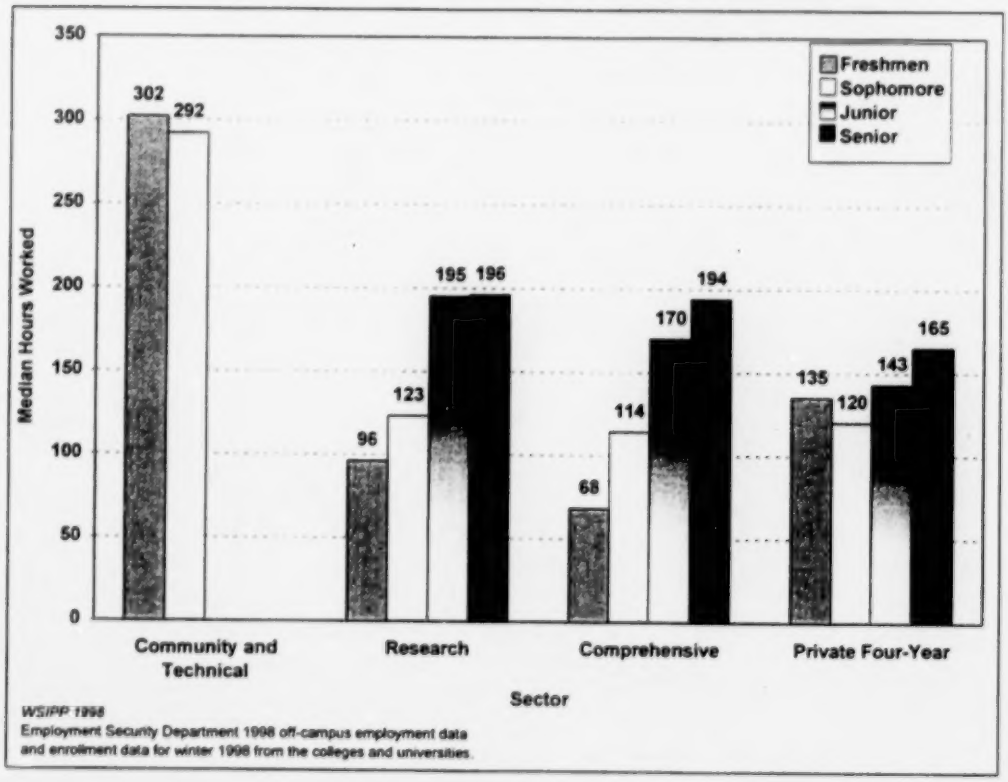
[26] Excludes fifth-year students.

For four-year institutions, juniors and seniors earned twice as much and worked more hours in off-campus employment than did freshmen and sophomores. For example, research university freshmen earned a median of $635 and worked a median of 96 hours. Research university seniors earned a median of $1,677 and worked a median of 196 hours (see Figures 4 and 5).

Figure 5

Median Hours Worked in Off-Campus Employment for ES Winter Quarter 1998 by Sector and Class Standing



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Employment Security Department 1998 off-campus employment data and enrollment data for winter 1998 from the colleges and universities.

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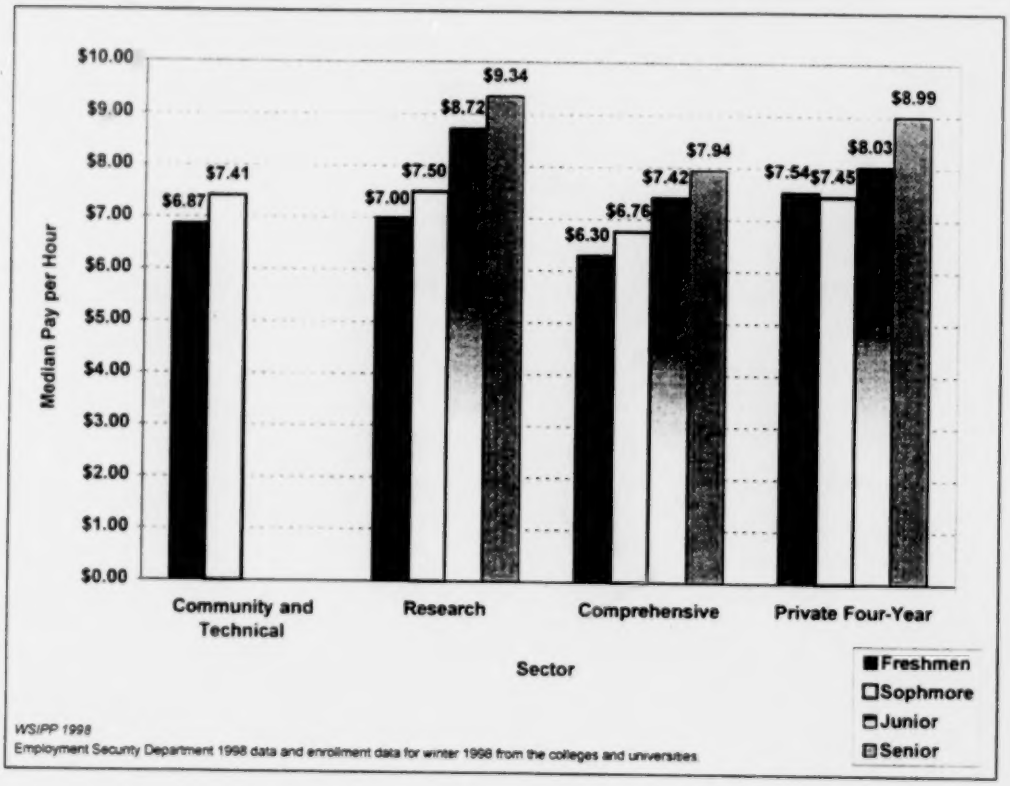
Generally, freshmen and sophomores are paid a lower hourly pay rate than juniors and seniors (see Figure 6).

Figure 6
Median Pay Per Hour in Off-Campus Employment for ES Winter Quarter 1998 by Sector and Class Standing



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Off-Campus Employment Analyzed by Demographics

Off-campus employment patterns during the ES winter quarter 1998 were analyzed by the gender of students. No significant differences were found. However, some differences were observed in off-campus employment by age. Students under age 24 attending a community or technical college were more likely to be working (72 percent) than students under age 24 attending a four-year institution (45 percent). Students in both two- and four-year institutions who were 24 or older had higher median earnings and worked more hours.

Table 9
Off-Campus Employment During ES Winter Quarter 1998 by Age and Type of Institution

Two-Year Institutions			
Age	Percent Who Worked	Median Earnings	Median Hours Worked
<24	72%	$1,623	268
24+	53%	$3,117	368

Four-Year Institutions			
Age	Percent Who Worked	Median Earnings	Median Hours Worked
<24	45%	$918	129
24+	52%	$2,920	292

Source: ES 1998 off-campus employment data and 1998 higher education enrollment data.

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IMPACT OF WORK ON STUDENT PERFORMANCE

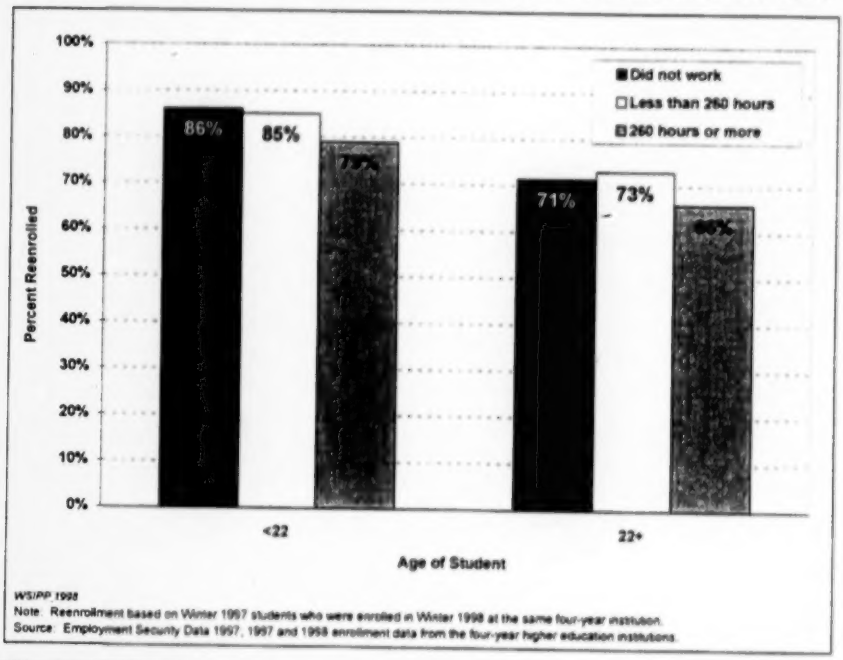
Was there a relationship between the hours worked by students and their continuation in school? Was there a relationship between hours worked and the students' grade point averages (GPAs)?

Hours Worked and Continuation in School[27]

The percentage of four-year students enrolled in winter 1997 and reenrolled in winter 1998 at the same institution was examined.[28] The analysis revealed that age appeared to be the strongest single factor in student reenrollment. The higher the age after 21, the less likely students were to be reenrolled in the same institution.

In order to understand the differences beyond this age factor, the data were divided into two groups: (1) students who were younger than 22, and (2) students aged 22 and over. In examining the hours worked for these two age groups, the data did not show any meaningful difference in reenrollment based on the number of hours worked (see Figure 7). There were some slight differences for students based on the number of hours worked in the quarter. Those who worked less than 260 hours[29] were more likely to reenroll than those who worked 260 hours or more a quarter.

Figure 7
Percent of Four-Year Students Who Reenrolled the Following Year By Age and Number of Hours Worked in ES Winter Quarter 1997



[27] We could not determine if students attending two-year institutions enrolled in four-year institutions after their first year. For this reason, this analysis includes only four-year students. Seniors and fifth-year students were also excluded from this analysis since they were not expected to reenroll the following year.
[28] Variables included age, gender, class standing, and hours worked.
[29] Although ES hours worked are not recorded on a weekly basis, 260 hours a quarter is 20 hours a week.

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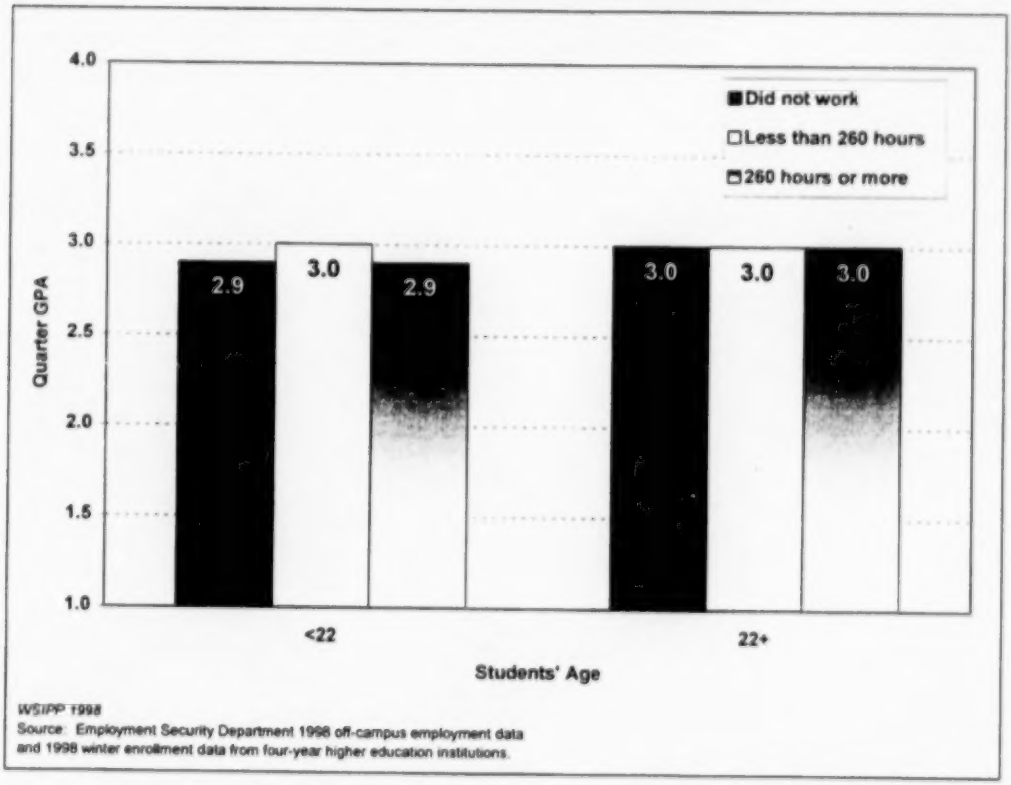
Hours Worked and Student Grade Point Average (GPA)

Winter 1998 students' GPAs were examined to determine whether the number of hours worked was related to their GPAs during winter quarter or spring semester. Students in all higher education institutions were examined using the same age categories as the reenrollment analysis. The data for both four-year and two-year institutions showed there were no meaningful differences in GPAs between students who worked and those who did not work. There also appeared to be very little difference in GPAs based on the number of hours worked. The data did show that working students who were 22 and older in the two-year colleges had higher GPAs than working students who were younger than 22 (see Figures 8 and 9).

Figure 8
1998 Winter Students in Four-Year Institutions: Grade Point Average and Employment Status



WSIPP 1998
Source: Employment Security Department 1998 off-campus employment data and 1998 winter enrollment data from four-year higher education institutions.

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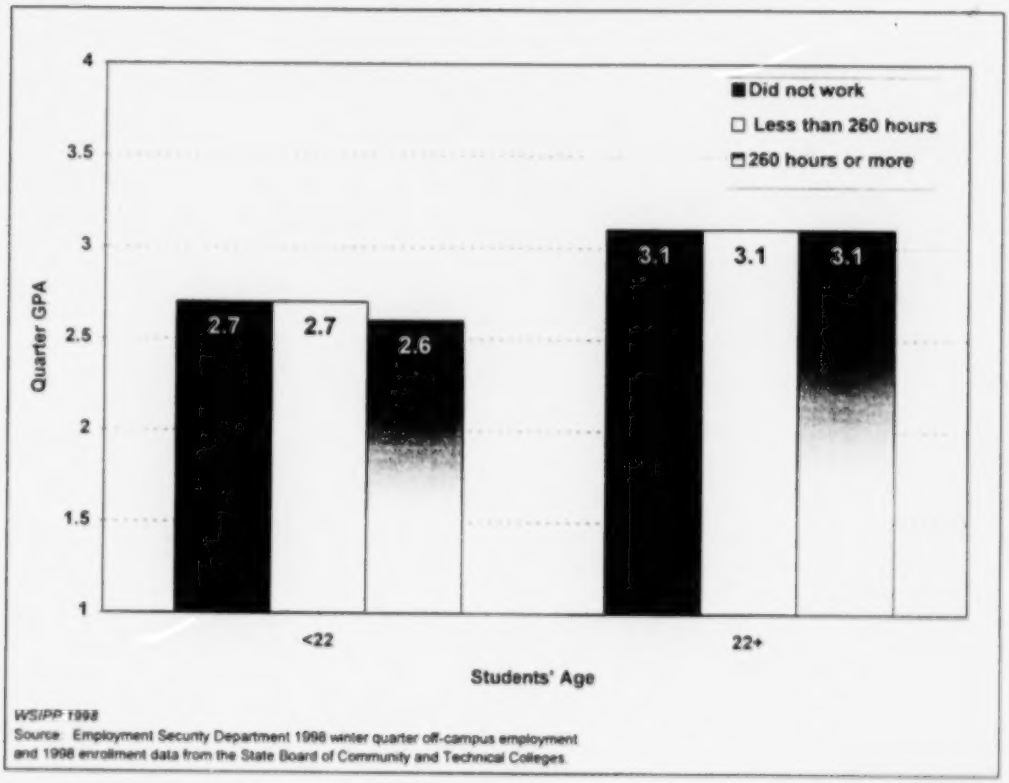
Figure 9

1998 Winter Students in Two-Year Institutions:
Grade Point Average and Employment Status



WSIPP 1998

Source: Employment Security Department 1998 winter quarter off-campus employment and 1998 enrollment data from the State Board of Community and Technical Colleges.

In summary, whether or not students worked and how much they worked did not appear to affect substantially their GPAs or whether they reenrolled.

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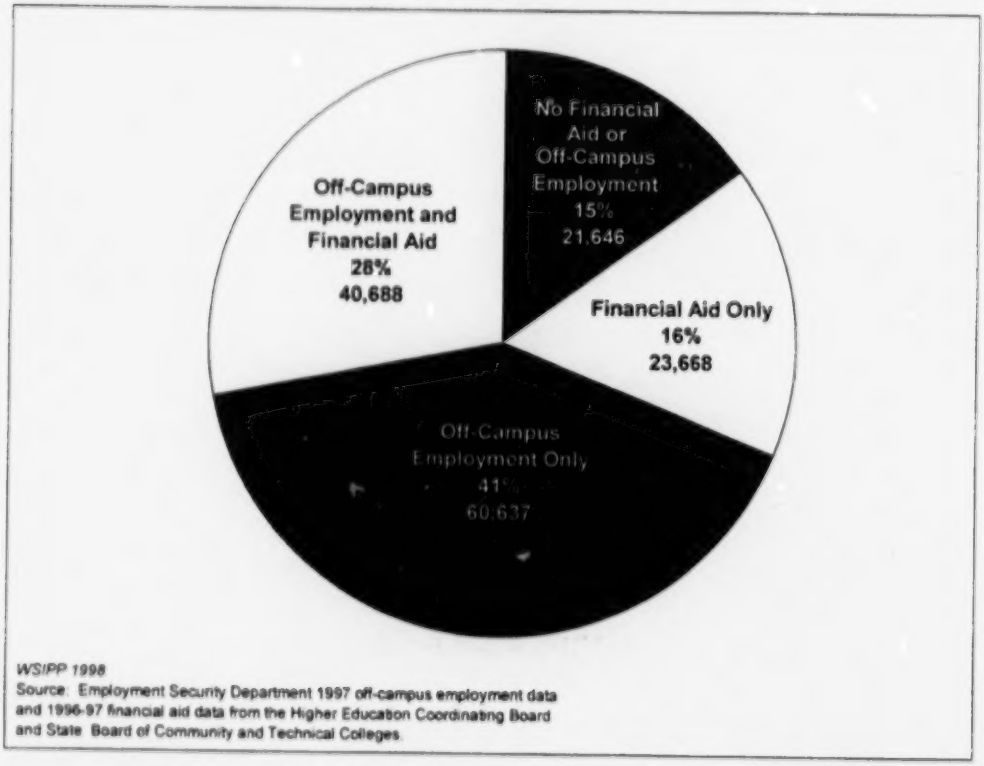
OFF-CAMPUS EMPLOYMENT AND FINANCIAL AID

How much did undergraduates earn from their employment, and how did that compare to the financial aid students received?

Student Financial Resources

Even with the addition of financial aid, off-campus employment continued to be the major financial source for most students (excluding parental support). Figure 10 describes undergraduates enrolled in winter quarter 1997 who supported themselves both through off-campus employment and financial aid. Off-campus employment included fall 1996, winter 1997, and spring 1997 ES work quarters. Financial aid covered any type of federal, state, or institutional need-based aid in the form of grants, Work Study, or subsidized loans for the 1996-97 academic year. Eighty-five percent of the students worked and/or received financial aid.

Figure 10
Winter 1997 Students' Financial Resources for Support During the Academic Year 1997[30]



WSIPP 1998
Source: Employment Security Department 1997 off-campus employment data and 1996-97 financial aid data from the Higher Education Coordinating Board and State Board of Community and Technical Colleges.

[30] Work Study off-campus (6% of the total) was included in the off-campus employment and financial aid category. Work Study on-campus (3% of the total enrolled students) was included in the financial aid only category. No institutional employment (non need-based college campus work) was included.

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The financial aid and/or off-campus work were important resources for enrolled students in every institutional sector (see Table 10).

Table 10[31]

Winter 1997 Students' Financial Resources for Support During the Academic Year 1996-97 by Sector

	No Financial Aid or Off-Campus Work		Financial Aid Only		Off-Campus Work Only		Off-Campus Work and Financial Aid		Sector Total
	Number of Students	Percent of Students	Number of Students	Percent of Students	Number of Students	Percent of Students	Number of Students	Percent of Students	Number of Students
Community and Technical	8,993	11.9%	11,833	15.6%	35,274	46.6%	19,618	25.9%	75,718
Research	7,686	19.7%	5,646	14.5%	15,003	38.4%	10,725	27.5%	39,060
Comprehensive	3,959	15.8%	4,572	18.3%	9,005	35.9%	7,515	30.0%	25,051
Private Four-Year	1,008	14.8%	1,617	23.7%	1,355	19.9%	2,830	41.6%	6,810
Total	21,646	14.8%	23,668	16.1%	60,637	41.4%	40,688	27.7%	146,639

Source: Employment Security covered employment data 1996 and 1997, and 1997 enrollment data from higher education institutions.

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[31] In Tables 10 and 11, off-campus work includes off-campus Work Study.

Those students who worked off campus and received need-based financial aid were able to cover more of their cost of attendance than students who only received financial aid or only worked in off-campus employment (excluding family resources that were used toward college costs) (see Table 11). For the four-year college students, median financial aid provided a larger share of financial resources than off-campus median earnings for all students who worked off campus.

Table 11
Cost of Attendance and Median Financial Aid Resources for Winter 1997 Students by Sector

	Living Allowance (Food, Rent, Books, etc.)	Tuition and Fees	Total Cost of Attendance	Financial Aid Only	Off-Campus Work Only	Off-Campus Work and Financial Aid
Community and Technical	$7,982	$1,402	$9,384	$4,170	$5,986	$7,000
Research	$7,982	$3,141	$11,123	$9,041	$2,442	$10,301
Comprehensive	$7,982	$2,431	$10,413	$8,701	$1,971	$9,890
Private Four-Year	$7,982	$14,000 (est.)	$21,982	$14,209	$2,440	$16,851

Source: Higher Education Coordinating Board and Employment Security Department's off-campus employment data. Note: Off-Campus earnings are based on pre-tax dollars received.

Students who were able to work off campus and received need-based financial aid were able to cover 75 percent or more of their cost of college attendance.

Table 12
Percent of Cost of Attendance Covered by Students Who Worked and Received Financial Aid

	Total Cost of Attendance	Percent of Cost of Attendance Covered by Off-Campus Work and Financial Aid
Community and Technical	$9,384	75%
Research	$11,123	93%
Comprehensive	$10,413	95%
Private Four-Year	$21,982	77%

In summary, off-campus work alone or in combination with need-based financial aid provided help for the largest number of undergraduate students. For those students who received need-based financial aid, the aid provided a major financial resource to pay for their cost of attendance.

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CONCLUSIONS

This study was the first comprehensive look at reviewing the work patterns of undergraduate students attending colleges and universities across Washington State. The study found that:

- Off-campus work was part of most students' lives: 69 percent of the winter-enrolled students worked at some point during the 1996-97 academic year.
- Major differences existed in how much students earned, how much they earned per hour, and how many hours they worked based on the institution attended and class standing.
- Working does not appear to be a major influence in a student's likelihood of reenrollment in a four-year institution nor upon student performance as measured by GPA at any institution.
- Financial aid and off-campus employment were important sources of financial support for students attending higher education institutions. Eighty-five percent of the students received financial aid or worked in off-campus employment.

APPENDIX A: PARTICIPATING HIGHER EDUCATION INSTITUTIONS AND DATA AVAILABLE

	ANNUAL WORK STUDY	QUARTERLY INSTITUTIONAL EMPLOYMENT	QUARTERLY COVERED EMPLOYMENT	GPA
COMMUNITY AND TECHNICAL COLLEGES				
ALL 33	Winter 1997 & 1998 and Annual 1997 & 1998	Winter 1997 & 1998 and Annual 1997 & 1998	Fall 1996 – Winter 1998	1997 & 1998
RESEARCH INSTITUTIONS				
UNIVERSITY OF WASHINGTON	1997	Not Available	Fall 1996 – Winter 1998	1997 & 1998
WASHINGTON STATE UNIVERSITY	1997	Winter 1997 & 1998	Fall 1996 – Winter 1998	1997 & 1998
COMPREHENSIVE INSTITUTIONS				
CENTRAL WASHINGTON UNIVERSITY	1997	Winter 1997 & 1998	Fall 1996 – Winter 1998	1997 & 1998
EASTERN WASHINGTON UNIVERSITY	1997	Winter 1997 & 1998	Fall 1996 – Winter 1998	1997 & 1998
THE EVERGREEN STATE COLLEGE	1997	Winter 1997 & 1998	Fall 1996 – Winter 1998	Not Available
WESTERN WASHINGTON UNIVERSITY	1997	Winter 1997 & 1998	Fall 1996 – Winter 1998	1997 & 1998
PRIVATE FOUR-YEAR INSTITUTIONS				
HERITAGE COLLEGE	1997	Not Available	Fall 1996 – Winter 1998	1997 & 1998
GONZAGA UNIVERSITY	1997	Winter 1997 & 1998	Fall 1996 – Winter 1998	1997 & 1998
ST MARTIN'S COLLEGE	1997	Not Available	Fall 1996 – Winter 1998	Not Available
SEATTLE PACIFIC UNIVERSITY	1997	Not Available	Fall 1996 – Winter 1998	1997 & 1998
UNIVERSITY OF PUGET SOUND	1997	Winter 1997 & 1998	Fall 1996 – Winter 1998	1997 & 1998
WALLA WALLA COLLEGE	1997	Winter 1997 & 1998	Fall 1996 – Winter 1998	Not Available
WHITMAN COLLEGE	1997	Winter 1997 & 1998	Fall 1996 – Winter 1998	1997 & 1998

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APPENDIX B: ON-CAMPUS EMPLOYMENT

Winter 1997 Students' On-Campus Employment[32] for Winter Quarter or Spring Semester

	NUMBER WORKING	PERCENT	MEDIAN EARNINGS
COMMUNITY AND TECHNICAL COLLEGES	331	< 1%	$342
RESEARCH[33]	2,838	7%	$540
COMPREHENSIVE	3,479	14%	$613
PRIVATE FOUR-YEAR (7 OF THE 12)	1,569	24%	$512
TOTAL	8,217	6%	$560

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[32] Excludes on-campus Work Study.
[33] Washington State University only.

APPENDIX C: WORK STUDY EMPLOYMENT

Winter 1997 Students' Work Study Employment for 1996-97 Academic Year

	Number Working Off-Campus	Number Working On-Campus	Work Study Off-Campus Median Earnings	Work Study On-Campus Median Earnings
Community and Technical	2,136	1,845	$1,729	$1,817
Research	1,274	973	$1,399	$1,521
Comprehensive	876	827	$1,500	$1,740
Private Four-Year (7 of the 12)	1,237	660	$1,791	$1,133
Total	5,523	4,305	$1,570	$1,612

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